

Amendments to the Claims

Claim 1 (Currently amended): A method of developing criteria of performance for a job position comprising:

- (a) defining a set of observable behavioral characteristics relevant to a performance in jobs;
- (b) ~~Surveying~~ surveying a set of subject matter experts having knowledge or experience relevant to the job to derive how said characteristics relate to the job;
- (c) ~~Defining~~ defining the job based on said surveying;
- (d) preparing a report based on the surveying; and
- (e) surveying existing employees regarding said job to derive how said existing employees demonstrate the said characteristics relative to said job.

Claim 2 (Original): The method of claim 1 wherein the characteristics are related to behaviors.

Claim 3 (Original): The method of claim 1 wherein the characteristics are related to attitudes.

Claim 4 (Original): The method of claim 1 wherein the characteristics are related to behaviors and attitudes.

Claim 5 (Original): The method of claim 1 wherein the characteristics are related to beliefs.

Claim 6 (Currently amended): The method of claim 1 wherein the set of ~~persons~~ subject matter experts comprises one or more persons.

Claim 7 (Original): The method of claim 1 wherein the step of surveying comprises providing a set of questions to the subject matter experts, the set of questions being pre-correlated to deriving the importance of said characteristics for the particular job.

Claim 8 (Cancelled).

Claim 9 (Currently amended): The method of claim [[8-]]1 further comprising surveying a potential applicant for said job to derive how said characteristics relate to said potential applicant.

Claim 10 (Currently amended): The method of claim [[10-]]9 further comprising comparing the surveying of the potential applicant with the surveying of the set of subject matter experts.

Claim 11 (Cancelled).

Claim 12 (Currently amended): The method of claim [[11-]]1 wherein the existing employees include the set comparing-comprising employees in said job, employees subordinate to said job, employees superior to said job, customers interfacing with said job, and peers to said job.

Claim 13 (Original): The method of claim 12 further comprising surveying a set of existing employees regarding said job to derive how said existing employees demonstrate said characteristics relative to said job.

Claim 14 (Original): The method of claim 12 further comprising providing feedback to a said existing employee in said job based on the surveying of existing employees.

Claim 15 (Withdrawn): A method for identifying competencies (soft skills) required for superior performance for a given job comprising:
determining a Set of Competencies;
presenting a Position Survey to one or more persons having prior familiarity with the position;
deriving performance criteria relative to said position from the Position Survey;
reporting said performance criteria.

Claim 16 (Withdrawn): An system for identifying competencies (soft skills) required for superior performance for a given job comprising:
a computer having a memory;
software operatively associated with said computer and memory;
the software generating a survey for one or more incumbents in a given job or position, the survey being based on a set of observable behaviors for performance in jobs;
the software compiling answers to said survey and generating a report that characterizes the job or position based on the observable behaviors.

Claim 17 (Withdrawn): The system of claim 16 wherein the software further generates a survey for an applicant for said job or position, the survey being based on the set of observable behaviors.

Claim 18 (Withdrawn): The system of claim 17 wherein the software further generates a report characterizing the applicant relative to the observable behaviors.

Claim 19 (Withdrawn): The system of claim 18 wherein the software further generates a survey for any of the set comprising incumbents in the job or position, co-workers to the incumbent, superiors to the incumbent, or subordinates to the incumbent, the survey being based on the set of observable behaviors..

Claim 20 (Withdrawn): The system of claim 19 wherein the software further generates a report characterizing the incumbent relative to the survey of claim 19.